

City of Rocklin Benefits Summary
Police (City of Rocklin Police Officers' Association)
Term of MOU: 02/01/02 – 01/31/07

Benefit	Employee Cost	City Cost
Acting Pay (Out-of-Class Assignments) Approved assignments to a higher classification qualify employee to receive 5% of base pay for all hours worked in the acting assignment. Does not apply to paid but not worked hours (PTO, sick leave)	None	5% of base for all hours worked in approved assignment. Subject to PERS contribution.
Bereavement Leave Each employee is eligible for up to three (3) working days of bereavement leave following the death of a relative or domestic partner. An additional two (2) days allowed charged to sick leave.	None	Paid leave for up to three (3) days. Subject to PERS contribution.
Deferred Compensation The City contributes up to \$50 per month in matching funds for employees who participate in a City-sponsored deferred compensation program.	Enrollment optional	Up to \$50 match per month
Dental Insurance The City pays the full cost of coverage for employee and dependents in the self-funded dental plan.	None	Monthly allocation (including \$5.00 administration fee): \$38.33 employee \$91.18 employee + dependents
Education Incentive 60 semester units (40 job related) \$65/mo. EMD certificate \$75/mo. Associates Degree (any major) \$75/mo. Intermediate POST \$125/mo. BA/BS (any major) \$150/mo. Advanced POST \$175/mo. MA/MS (non-sworn only) \$200/mo. BA/BS + Advanced POST \$225/mo.	None	\$65-\$225/mo. Effective 02/01/05, incentive amounts for POST certificates will increase by \$50/mo. Subject to PERS contribution.
Employee Assistance Plan The City pays the full cost of coverage for all full-time employees and dependents this plan, which provides confidential counseling and other services.	None	\$3 per month
Flexible Spending Plan The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for health care expenses (up to \$4,000/year) and dependent care expenses (up to \$5,000/year).	Enrollment optional. \$4.70 (health care) and/or \$4.25 (dependent care) per month admin fee paid by employee.	None
Health Insurance A variety of HMO and PPO plans available through CalPERS. City contributes up to \$933.34 per month for calendar year 2006 for active employees and their dependents. Retiree medical insurance coverage also available (contribution amount based on a variety of factors).	Any premium amount over the City's contribution	Up to \$933.34 allocation per month, based on lowest cost HMO available through CalPERS, family coverage plus \$10.

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Holidays Paid time and one half for hours worked on New Year's Day, Independence Day, Thanksgiving Day, and Christmas Day (see PTO for leave in lieu of holiday pay)	None	Time and one half pay for four holidays
Life Insurance The City pays the full cost for \$50,000 life and accidental death and dismemberment coverage for the employee only.	None	\$10.50 per month
Longevity Pay Eligible after years of service in the department as follows: 7 years 2.5% of base pay 10 years 5% of base pay 15 years 7.5% of base pay	None	2.5% - 7.5% of base. Subject to PERS contribution.
Paid Time Off (PTO) Paid Time Off is in lieu of Vacation leave and Holiday pay, and it coordinates with Sick Leave. For non-job-related illness (with no hospitalization) must use PTO for the first three days of absence, and remaining time is charged against sick leave. May use PTO as soon as it is accrued. Accrual rate is based on years of service (see below), with maximum accrual of 200 hours (excess cashed out twice per year). 0-1 years = 234 hours/year 3-4 years = 258 hours/year 1-2 years = 242 hours/year 4-9 years = 274 hours/year 2-3 years = 250 hours/year 9+ years = 298 hours/year	None	Up to 234-298 hours/year. Subject to PERS contribution.
Patrol Schedule Transition Pay In recognition of the variety of work hours and schedules agreed upon in current MOU, sworn personnel receive a pay differential of 7% of base.	None	For sworn employees, 7% of base pay. Subject to PERS contribution.
Pay Adjustment Each year, under Proposition C, annual adjustment to ensure that Rocklin salaries are at least equal to the average of designated benchmark agencies. Also agreed in current MOU: 02/01/05—all non-sworn personnel shall receive a pay differential of 1% after the Prop C adjustment, and in 02/01/06—all sworn and non-sworn personnel shall receive a pay differential of 1% after the Prop C adjustment.	N/A	Annual adjustment based on benchmark agency average. 1% differential for non-sworn 02/01/05 and 1% differential for all 02/01/06.

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Retirement – State of California Public Employees' Retirement System (PERS) The City maintains membership with PERS, with a 2% @ 55 calculation for miscellaneous employees and 3% @ 50 for sworn Police. Special contract provisions: Credit for Unused Sick Leave; also 1959 Survivors Benefit Fourth Option and One Year Final Compensation.	All pay \$2 per month for 1959 Survivor.	City picks up the employee's contribution (7% Misc. and 9% sworn). City's employer contribution for fiscal year 05/06 is 10.876% for Misc. and 27.220% for sworn Police. City also pays \$2 per month for 1959 Survivor.
Shift Differential Pay Shift differential of 2.5% of base pay for all hours worked during shift as follows: For sworn officers: if five hours of shift fall within times of 11:00 pm and 7:00 am For non-sworn employees: if four hours of shift fall within the times of 7:00 pm and 7:00 am	None	2.5% of base pay for all hours worked during a qualifying shift. Subject to PERS contribution.
Sick Leave Full time employees accrue 56 hours of sick leave during their first year of employment, and 72 hours/year thereafter. Six month waiting period to use sick leave. There are no accrual limits. Upon separation with ten or more years of service or upon retirement (or death while employed), a one-third buyout of hours is optional with excess hours converted to service credit; otherwise for retirements or death, all hours are converted to service credit.	None	Up to 56-72 hours/year. Subject to PERS contribution.
Social Security The City does not participate in the Social Security portion of FICA, but does participate in the mandatory Medicare portion (for employees hired after 03/31/86).	1.45% tax for Medicare only	1.45% tax for Medicare only
Special Duty Pay 5% of base pay for all hours worked as a field training officer, a member of the SWAT team, or as a hostage negotiator. Officers assigned as Detectives receive 5% of base pay times 80 hours, and those assigned as Corporals receive 7.5% of base pay times 80 hours, for each pay period during the assignment. K-9 Officers are compensated for 20 minutes of each day of off-duty time caring for the dog for 365 days per year, and are provided with other supplies and equipment, including a take-home vehicle.	None	As applicable, 5% or 7.5% of base, and/or special K-9 pay and related expenses. All special duty pay, except K-9, is subject to PERS contribution.

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State Disability Insurance The City contributes the premium/tax for the State Disability Insurance (SDI) program offered through the State of California Employment Development Department (EDD). Premium also provides coverage under the new paid family medical leave program. Seven day waiting period for benefits. Benefit is integrated with paid leave through the City payroll.	None	City pays .8% tax on behalf of employee until employee reaches annual maximum taxable salary (currently \$79,418)
Tuition Reimbursement Employees eligible for tuition and related expense reimbursement for completing approved coursework at an accredited college level institution. Tuition, required textbook and supplies, parking permits, and other related expenses qualify. The maximum amount eligible for reimbursement (current \$703.17) is based upon the registration fees for undergraduate California residents for one semester class at CSU, Sacramento or 3% increase from prior year, whichever is less.	Tuition and expenses over the City's allocation. Also the institutions medical service fee (if any), mileage, and any items not required by the instructor.	Up to \$703.17 per fiscal year
Uniform Allowance Sworn Police, Community Services Officer, Police Technical Supervisor, and Animal Control Officer classifications receive \$910/year, and all other uniformed personnel receive \$754/year for purchase and maintenance of uniform.	None	\$910 or \$754 per year. Subject to PERS contribution.
Vision Insurance The City pays the full cost of coverage for employee and dependents in the self-funded vision plan.	None	Monthly allocation including \$2.00 administration fee: \$9.82/mo. employee only \$17.53 employee plus one \$22.01 employee plus family
Wellness Allowance To assist in defraying the cost of any activities a sworn employee may elect to use to maintain required physical fitness, an allowance of 6.5% of base rate of each sworn employee is provided.	None	For sworn employees, 6.5% of base pay. Subject to PERS contribution.